G. R. S. 58]

Previous references.
Ire 153-19 (7&8)
" 90-20 (3+4)
" 52-19 (1-7)
Later references.
Ire 12-25 (1-2)
Ire 9-24 (1-9)
Ire 142-23 (1. 5. 5-7)
Ire 12-25 (3-4)
Ire 4-26 (1-7)

1922-3 ; Ire

File No. 121-22
Serial Nos. 47-49

GENERAL AND REVENUE SECRETARIAT.

SJA 28-32 (1-2)
Ire 73-38 (1-2)
Ire 73-38 (3,4)
Nos. 3

Part B for Ways

SUBJECT

Making the appointments in the Department of Industries and Commerce permanent and pensionable.

Ire 7072-3 dt 15.5.24
To Director. Ire ii letter

Passing orders on the proposal of the Director. Ire in the matter of making

B170

G. R. S. 11] 1912

GENERAL AND REVENUE SECRETARIAT.

(Rev)

NOTES.

File No. 121

FILE HEADING.

making the appointment
in the Deptt. of the permanent
and temporable

No.	Dated	Received

diary No.	Enclos.	Spare Copies.	Serial No.

BRIEF ABSTRACT OF LETTER.

NOTES AND ORDERS.

G. R. S. III-2,

General and Revenue Secretariat. | File No. 121 of 19 22

Serial No.	
14	Extract from letter no. CC 2 dt. 13.11.22 from the Offg. Director Exc submitting proposals for the allocation of the staff of the Dept. of Exc in the revised cadre :-
	'As it is decided to make the department permanent Govt. may be pleased to direct that the posts now sanctioned will be regarded as being on a permanent and pensionable basis'
	x x
	Asst. Secy's note relating to the subject in Exc 121-22
	x x
	III Another proposal of the Director is that the posts now sanctioned may be treated as permanent and pensionable'
	x x Jd. M.S.R. 16.11.22
	Financial Secy's note :-
	'The Director recommends that all the appointments sanctioned in the Reorganiza

NOTE—Contn. sheet.

G. R. S. III-2.

General and Revenue Secretariat. | Ind File No. 121 of 1922

Serial No.

order may be declared pensionable. The services officers like the Int. chemi and the Textile Assistant who are employed partly or wholly on commercial conc worked by the Dept. should not be treated as pensiona Mechanics & Fitters cannot also be viewed as pensiona employees!

Sd. M. N. R
25.11.22

1st Member's minute

'I quite agree in the view of the Finl. Secy. that some of the posts should be non-pensionable. Personally my own feeling is that it is better to make the Ind. Dept. a non-pensionable one like the Ry. & the Electl. Deptt. But this may require further consideration'.

Sd. P. R. R.
12.12.2

× × + ×

NOTE—Contn. sheet.

G. R. S. III-2,

General and Revenue Secretariat. | Jpc File No. 121 of 19 22.

Serial No.

Office note :-

× ×

Tenure of apptt. in the Dept. The Member has expressed his view that the Dept. should be a non-pensionable one, and there is no repn. to this in the council resolution or in the previous note. Whether any thing should be stated in the G.O about this aspect of the case is for orders.

× ×

Jd. S.K.J.
17.1.23

Assistant Secy's note :-

× ×

In his letter dy 13.11.22 the Director has recommended that as the Dept is now made permanent all the sanctioned posts may be made permanent and pensionable also. For the previous orders on the subject repn is invited to* para 11 of G.O dt 21.8.17 in which it has been stated that the ordinary staff of the Dept will be treated in

* page 7 of the manual 1st series.

NOTE—Contn. sheet.

G. R. S. III-2.

General and Revenue Secretariat. | Jec File No. 121 of 19 22

Serial No.

same manner, as the staff in the Railway and the Electrical Deptt, viz that in case they do not already hold permanent appointments in any other Dept. they will be treated as permanent employees of the Dept. on a non-pensionable basis. As it may be considered that the Dept. is now to be made permanent and the men appointed to the Sanctioned posts will have to give up their lien on their appointments in other deptt. it is perhaps necessary to treat the entire staff on a permanent & pensionable basis. This question was raised in the note at page 3 above. Though no resolution has been specifically recorded on this point it is perhaps the intention of Govt. that the sanctioned posts shall be treated as permanent and pensionable. An addition is made in the draft order to this effect which is for approval or other orders. If however it is considered desirable that the question should be taken up separately and dealt with in consultation with the finance Dept., the

Marginal Secy's note :-

This seems true as regards most of the ministerial staff Excepting the Dr. have no lien on pensionable Deptt. The whole question may perhaps be taken up separately as it is practically a question of reconsideration of the previous order of Govt?

Ja. 9. A.
20. 1. 23.

NOTE—Contn. sheet.

MLS

G. R. S. III-2.

General and Revenue Secretariat. | R.C. File No. 121 of 1922.

Serial No.

paragraph may be omitted'.

× ×

Jd. M.S.R
8 20.1.23.

Letter of allocation issued 24.1.23.

× ×

Office note

'The question whether the Dept. of R.C. should be made and pensionable has also to be reviewed'

Jd. S.K.J.
25.2.23.

Asst. Secy's note:—

'Vide 1st. member's orders on

(M-O

× 'This will form the subject of a separate order'

Jd. P.R.R.
23.1.23

Notes extracted and submitted as directed by the Asst. Secy. R.C. personally
SR 16.5.23.

NOTE—Contn. sheet.

17/5

G. R. S. III-2)

General and Revenue Secretariat.

The File No. 12 of 1922

Serial No.

The draft order on file. The question whether the appointments should be treated as permanent, permanent non-pensionable, a superior provident fund post being also included as in the case of the Railway & Electrical Depts has perhaps also to be considered in Council.

Mor
6-2-23.

GL Sec)

for perusal of Hi: Hs orders

Lee
10.2.23

5223
12-2-923

Mon 10/2

(Sec Member)

Secy
Pol
6/3

for kind perusal of the Hn: members minute dy 29.1.23 and and the S.O dy 30.1.23 correcting the mistake

Lee
7.3.23

(Secy) Sec up ... Mon 8/3.

9.)

DEWAN'S OFFICE.
Recd. on MAR 8 1923
Reg. No. 5238

NOTE—Contn. sheet.

General and Revenue Secretariat. | File No. 121 of 1922-23

Serial No.

The question whether the appointments in the Dept. should be permanent and pensionable or non-pensionable with a provision for a Provident Fund has to be decided. May the file be sent up to the Finl Secy for a definite examination. The member was inclined to treat the under Dept in the same basis as the Railway and Electrical Depts vide para 10 of the Min. &c

21.3.23

(Mr Mehta)

9/3

7370-242
10.8.23

A. Yes. My opinion can now be what it was. The question may be looked up in consultation with the Director & the Finl Secy.

The Rly Dept works on the Provident Fund basis but this has not yet been introduced in the Electl. Dept. The is under consideration —

Peel
12. 3. 23

This is the first case for deputing proposals to the Director before giving the Finl Dept. Dirgt.

12.3.23

NOTE—Contn. sheet.

G. R. S. III-2.

General and Revenue Secretariat.

File No. 121 of 1922

Serial No.

Submd. with a draft letter to the Director. Another letter received from the Director in the same connection is abstracted below:—

27 From the Director 2nd. I.S.C. & 14.2.23.

States that the orders of allocation make no mention of the appointments being permanent & pensionable, and requests orders to regard the establishment of the Dept. permanent & pensionable.

Submd. for orders.

Sd/- 13.3.23.

Mgr 13.3.23

Sec'y

The Dir. has made a definite recommendation and a further enquiry seems to be unnecessary. The ~~last~~ question may now be sent to the Finl. Secy. for examination and an expression of opinion.

Sd/- 13.3.23

Mgr 13/3

FINANCIAL SECRETARY 13 MAR 1923 H.C. 1565-17

Sec'y

The Directors proposal is that the appointments of the Fisheries Dept., according to the margin(ali) Scheme

NOTE—Contn. sheet.

Serial No.

Should be made pensionable. The System of granting pensions under the provisions of the Service regulations is not quite appropriate for the Industries Dept in which a number of appointments appertain to pioneer industries which may at any time be given up as not successful or may eventually be transferred to private agency when their success is assured. In either case the posts attached to the institutions concerned will cease to exist and in such circumstances claims to pension will be embarrassing. Except perhaps as regards the Clerical establishment of this Dept which easily admits of being absorbed in other Depts on the abolition of the posts to which attached, the pension System is not therefore suitable. It is probably view of this that the Scales of pay Sanctioned for these posts are made liberal. It is considered necessary to provide some thing for the benefit of those that continue in these appointments till they for sufficiently long periods, a System of bonus payable at the end of the terms of prescribed periods appears the most suitable.

9R 1565-22

NOTE—Contn. sheet.

H. Sharp) A citation is invited to para 2. of my note of 25-11-22 [illegible] 3/12/22

Genl Smith) [illegible] 15/12/22

3547

11

G. R. S. III-2

General and Revenue Secretariat.

GC File No. 121 of 19 22

Serial No.

Mr Kennedy

In view of the observations made by the Hon'ble Mr Ley in his note of 25-11-22 to which he invites attention it is for consideration whether the sanctioned appointments can be considered as pensionable & which non-pensionable. The suggestion made in the note by the Comptroller, Finance about the Ministerial Establishment being treated as pensionable may perhaps be agreed - all the other appointments being on a non-pensionable basis with the benefit of a Provident Fund -

Nizy 16/1

Mr Secy

The Finance Dept are anxious that Indl chemist and Textile Asst who are engaged in Commercial Concerns started by the Dept and Mechanics and Fitters as being ineligible for pensions: On this basis the other Officers who are engaged on General Admin of this Dept would seem to be comparable to those in the

NOTE—Contn. sheet.

G. R. S. III-2

General and Revenue Secretariat. | I & C File No. 121 of 19 22

Serial No.

the pensionable basis.

Lee
21.3.23

(1st Member)

7721-S&A
22.3.23

Please see my Minute of 12-12-22. The Dept has been made permanent under the organisation order of Oct 22. & the question for consideration was whether service in the Dept should be pensionable or not. In my opinion having regard to the higher pay & minimum prospects, the Dept is still the non-pensionable line. The Ry & the Secs. Depts. The Ry Dept has a provident fund but the latter has a tone up bonus. This is under correspondence. I do not see any reason however why a Provident Fund should not be attached to the I&C Dept. Finl. opinion may be obtained on this point.

Bell
23.3.23

27 MAR 1923

First Secy with Complete file for favour of opinion.

Lee
24/3/23

No objn to form a Provident Fund - Anybonus to the point is the subscription to the Fund can only be from the profits under contemn which receive the benefit of their services

Mad
28/3

7E16660(a)
7E16660(a)

GEN. REV. SECRETARIAT
6 - APR 1923

NOTE.—Contn. sheet.

G. R. S. III-2

General and Revenue Secretariat.

I & C File No. 121 of 19 28

Serial No.

For perusal. Mayurs perhaps to be invited in Council

Chief
7.4.28

1st Member
&
Dewan.

8453-479
16.4.28

I agree in the view expressed by the Hill Secy. in his note of 26.2.28. about the formation of a Provident Fund. As expressed in my minute of 28.3.28 I am strongly of opinion that Service in the I & C Dept should not be made pensionable except in a few of the higher administrative posts.

The matter may go up to Council if the Dewan approves.

Dec
16.4.28

DEWAN'S OFFICE.
Recd. on APR 18 1928
Reg. No. 6111

May be considered in Council

Y
21.4
Mr
23/4

C.S.
24/4/28

Chief Secy
Circulate
21/4

NOTE—Contn. sheet.

(For Disposal at a Meeting)

No. C. 480
of 1922-3

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.
(Clause v of the schedule.)

Question of treating service in the Industries and Commerce Department as permanent and pensionable.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

Chief Secretary to Government.

24th April 1923.

Extraordinary Member of Council.

8777-803
25.4.23

First Member of Council. opinion already on record

761
26.4.23

Second Member of Council. 26.4.23 2/7.

Third Member of Council.

D. 23.

Dc 121 a-d

Subject. -

Question of treating service in the Industries and Commerce Department as permanent and pensionable.

...

OPINION OF THE COUNCIL.

Receive with compts
7/6
11/7/6/23
Mon
8/6

Noted.
Dc 121-22 (14-16, 18-21 & 27) is put up.
Mon
11/6
11.6.23.
(Member)
9.7.0.

G. R. S. III-21

General and Revenue Secretariat.

File No. 121 of 19 22

Serial No.

16185-336
12.6.23

I shall be glad if the Asst Secy to Govt will see me about this matter this evening after tomorrow's Friday 15th.

Secl
13.6.23

13/6/23.

Submitted for the Member. As directed the papers about dealing certain posts in the Govt Secretariat as gazetted cadre posts for persons

* Flag H.

The staff of the department may be divided into 3 Classes: (1) the superior Controlling staff, (2) the working or certain staff (3) the Clerical staff.

The officers in class (1) may also be treated as on a pensionable basis, their service already qualifying them for pension. The men in class (2) have necessarily to be treated on a non-pensionable basis and for their benefit a Provident Fund may be instituted. As regards the staff coming under class (3) in cases where they have been lifted from their departments in which their service counts towards pension they might continue to be treated on a pensionable basis. In other

NOTE—Contn. sheet.

352

16

C 480

G. R. S. III-2]

General and Revenue Secretariat.

Ide File No. 121 of 19 22

Serial No.

Copies of circular case of new Entrants also the posts may be treated as non-pensionable with the benefit of a provident fund.

Sd/- illegible
Mgr
15.6.23

Sd/- illegible
Member

10333-484
19.6.23

The above note of the Asstt Secy Embodies my views in the matter generally. Orders in Ide File 2012 of 22

Sd/- illegible
20.6.23

Sd/- illegible 20/6/23
Mgr
21/6

Chief Secy
Please circulate agenda for next meeting
21/6

CS
21/6 Mgr 2.7.23

NOTE—Contn. sheet.

10.

Subject. -

Question of treating service in the Industries & Commerce Department as permanent and pensionable.

...

OPINION OF THE COUNCIL.

G. R. S. III-2,

General and Revenue Secretariat.

File No. 121 of 1922-7

Serial No.

page 7 of Manual of S.O. Series IV 1944

A kind reference is invited to para 11 of G.O. No.1090-140/I. & C. 48-17-1 dated the 1st August 1917 in which it has been directed as follows:

"The ordinary staff of the Department might be treated in the same manner as the staff in the Railway and Electric Departments viz., that in case they do not already hold permanent appointments in any other department they will be treated as permanent employees of the department on a non-pensionable basis."

As regards the manner in which service in the Railway Department is being treated, reference is invited to G.O. No. Finl.565/G.F.69-16-9 dated 22nd July 1919. According to this order, service is classified under six heads-

1. Permanent and pensionable,
2. Permanent but non-pensionable,
3. Temporary for indefinite periods,
4. Temporary for specified periods,
5. Service under special agreements,
6. Work establishment, labourers, and apprentices on monthly or daily wages.

In the case of the establishment of the Industries and Commerce Department, as it stands at present, classes 3, 4 & 5 above do not call for any remarks as there are no such men employed in the department now, except Mr. Ananthasubrahmanyam who is serving under an agreement which will expire on 1st December 1923.

In regard to class 6, it may be stated that

NOTE—Contn. sheet.

Serial No.

the revenue establishments of the various indust concerns fall under this head. The whole of suc establishment, paid by either monthly or daily wages, will continue to be on a temporary footi and will also be liable to contraction or expan or abolition, according to circumstances. Shoul particular concern be transferred to a private agency, such establishment will also automatica be transferred along with the concern. The cas of the establishment of industrial concerns the fore do not here arise for consideration.

The question for consideration now is h the establishment, both in the Head Office as as in the Districts, as settled in the recent orders re-organising the Department and alloca the staff, dated 24th October 1922 and 24th Ju 1923 respectively, should be treated. The exi establishment may be ~~treated~~ divide into 3 classes-

1. Superior controlling staff
2. Subordinate executive staff
3. Clerical staff.

A

A statement is put up showing the pres allocation of the staff under the above heads the Government Order dated 22nd July 1919 gov the service of employees in the Railway Depar can, as they may well be, applied to service Industries & Commerce Department also, the al

Serial No.

..allocation of the entire staff under the two hea
Permanent and pensionable, and Permanent but non
pensionable, may perhaps be fixed on the lines
suggested in the other statement which I have pu
up. In submitting these proposals, the followin
considerations have been kept in view:-

(i) That the service of officers which ha
till now been treated as pensionable will contin
to be treated as such.

(ii) That the service of certain officers
who were first entertained as experts and are c
tinuing in that capacity e.g. the Chemist, Indu
trial Engineer, Textile Assistant &c., to be tr
ed as permanent but non-pensionable.

(iii) The subordinate executive staff to b
also treated on a similar basis, as it may happ
that this establishment may have to be suddenly
reduced at any time.

(iv) In the case of the clerical establis
ment, such of those as hold permanent and pensi
able posts in other departments will continue
be on a permanent and pensionable basis; but in
the case of those that have been directly recr
ed to the department, they will be on a non-
pensionable basis.

In the case of the men on permanent but

non-pensionable basis, provision would have t
made to institute a Provident Fund. The salar
paid to such officers will usually be more at
tractive than in the case of men on a pension
basis.

The object in treating certain classes
service as permanent and non-pensionable is t
Government should have freedom to terminate
services of the officers at any time, withou
causing undue hardship to them, and this obj
will be served by instituting a Provident Fu
for their benefit.

These proposals are for consideration
orders.

20.8.22

466
22.8.23

G. R. S. III-2]

General and Revenue Secretariat.

File No. 121 of 1922-23

Serial No.

The undermentioned officers may be placed on special duty (permanent / temporary)

(1) Director of Industries
(2) ~~Asst.~~ Dy Superintendent of Industries
(3) Commercial Assistant
(4) Commercial accountant
(5) All the clerical & menial Establishment attached to the above offices.

~~All the above appointments will be~~

The following persons may be placed on special duty (permanent, but non-pensionable)

(1) Industrial Engineer.
(2) Industrial chemist
(3) Supt. Commercial Intelligence
(4) Electrician & Assistant Mechanic
(5) Establishment attached to their respective

The undermentioned appointments may be treated as temporary for industrial purposes

(1) Supt. C. & I.
(2) Textile Assistant
(3) Establishment attached to the above offices

in respect of offices & class

a provision shall not be given. But the contingency will have to be made if the duty is of such a character as to entail duty on the Secretariat staff. Hence arises the necessity for the Secretariat to be consulted in the matter from the point of view concerned.

I shall be glad of the favour of your views on the above suggestions.

H 399/23

NOTE—Contn. sheet.

Dy Secy will comply.

14/27/8
20/8
27/8

G. R. S. III-2]

General and Revenue Secretariat. Re File No. 121 of 1922-3

Serial No.

I would suggest that the officers and other employés of the dept may broadly be divided into two classes:-

1. Those employed independently of the Concerns worked by the Dept.
2. Those employed wholly or partly for such Concerns.

Those coming under class 1 may be treated as members of permanent and pensionable Service. If any of these are employed only for a limited term they may be treated as temporary.

Those coming under class 2 may be required to subscribe to a Provident Fund and they may be allowed bonus out of the Concerns in which they work make profits.

I do not think it necessary to have a class of officers coming under the Provident Fund Arrangement and entitled to leaves from the general revenues of India

Genl Secretary

Member

2nd Member

GEN. & REV. SECRETARIAT
17 SEP 1923
INDUSTRIES & COMMERCE BRANCH

NOTE—Contn. sheet.

400-
18.9.23.

G. R. S. III-2]

General and Revenue Secretariat. | File No. 121 of 1922

Serial No.

The Question may now be organised as to
whether Chief Secy with
Compliments
Devers

Reading up at once
Early next week
2
2a.9
Consult Bhatnagar
2/8

Note—Contn. sheet.

24

(For Disposal at ~~a~~ an early Meeting)

No. C. 127.
of 1923-4

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause v of the schedule)

Question of treating service in the Industries & Commerce Department as permanent and pensionable.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

Chief Secretary to Government.

20th September 1923.

Extraordinary Member of Council.

2391/26/9 First Member of Council. 25/9

Second Member of Council. Seen.

Third Member of Council.

Subject;-

Question of treating service in the Industries & Commerce Department as permanent and pensionable.

...

+ Not considered at the meeting of 22/11/23.

OPINION OF THE COUNCIL.

Instead of creating
juniors, all officers
who are not Local
officers are now on
~~Divisional Cadre~~
~~Divisional Cadre~~,
may be placed
on Provincial
Fund basis,
the rate of contribution may
~~be~~ be worked
out in consultation with
the Director from
time to time
estimate of Recurring
charges, ~~to be~~
~~Local Fund~~ Govt.

A

Rec. Secy.
with compliments.

8/12

8/12 As Pharmacy ... 8/12 Pharmacy ... 8/12 Pharmacy ... Pharmacy ...

G. R. S. III-21

3 f 2 cr

General and Revenue Secretariat.

I & C File No. 121 of 1922.

Serial No.	
	Submd. with a draft D.O. to the Director of I & C. SR 11.12.23. Pls Calling for a/f &c. Sub for approval. Rev Secy 11/12 Appd. Issue. Rev Secy 12/12
48	D.O. to the Director I & C 3760 dt. 13.12.23. Calls for an estimate with information regarding the rates of contribution to be levied from the employees and to be paid by Govt.
48	Ans A. from D.O. C.C. 122 dt. 21.12.23 recd. 29.12.23. Submits a statement showing the annual extra cost to Govt. involved in the institution of a provident fund on the basis of ~~one-sixteenth~~ one-twelfth salary contribution. The extra cost as calculated by the Director is Rs. 447-5-1 per mensem or Rs. 5367-13-0 per annum. It is proposed that Govt. should give

NOTE—Contn. sheet.

2584

G. R. S. III-21

General and Revenue Secretariat. | I & C File No. 121 of 19 22

Serial No.

...cent per cent contribution ... and that interest should be allowed subject to a minimum rate of 4% per cent per annum adjustable every half year. It is for consideration whether the Directors' statement may not be verified by the Compli. The Special consideration recommended in the case of persons who have already served for a considerable number of years is for orders.

Submitted for orders with reference.

8 Rly
2.1.24

Forwarded — the file may perhaps be sent to the Financial Secy for opinion on the Director's proposals —

SNM 2/1.0

Rly Secy

II Finance

Financial Secy

122
4.1.24.

Yes. This may be done

SNM 3/1

SNM 4/1

SNM 7/1

SNM 7/1

4/1/24

FINANCIAL SECRETARIAT
R.1236/23

NOTE—Contn. sheet.

J. R. S. III-21

General and Revenue Secretariat. | I.& C. File No. 121 of 19 22

Serial No.

Rate of subscription to be paid by employees.- The Director proposes one-twelfth of salary as in the Railway Department. I would propose one-sixteenth. One anna in the rupee is very convenient for purposes of calculation and the reduction in the rate of subscription will also lead to a corresponding reductio in the bonus to be paid by Government and thus keep down the cost of the arrangement.

2. Bonus to be paid by Government.- May be fixed at a amount equal to the employee's contribution as proposed by the Director.

3 ✓ Rate of interest.- May be the same as in the case of our Railway Provident Fund. It is not necessary to fix the minimum at four per cent though it is ve unlikely that the rate will ever go below four per

4 Interest cannot be paid half-yearly.- It is not s paid in the case of the Railway Provident Fund. the employee's subscription it is calculated month but added annually along with the bonus due ~~for pa~~ ment every year. The same arrangement may be ado ed in this case.

5 From what source bonus addition should be made.- the case of persons employed in concerns which ke profit and loss accounts, it should come out of t profits made annually. If there are no profits, the payment will have to be made from General Rev

NOTE—Contn. sheet.

Serial No.

In the case of other employees, it will be a direct charge to the General Revenue account.

6 Consideration for previous service.- The Director's proposal to allow half-month's pay for each year of completed service may be approved. What pay should be taken for the purpose is a point to be settled. It may be the pay drawn on the date on which the new arrangement comes into force. This addition will, of course, be treated as bonus payment. It should not be allowed interest with retrospective effect. For purposes of interest, it may reckon as an addition to the subscriber's account from the date of credit.

7 Minimum period for payment of bonus.- I think it is necessary to fix a ~~xxxxx~~ minimum period for allowing bonus and interest thereon. To persons who leave the department after rendering three years and less, I do not think bonus payment should be made. Their claim should be limited to their own contribution and the interest due thereon.

8 General condition for payment of bonus.- As in the case of ~~xxxxx~~ pension, approved service should be a condition for the payment of bonus. Bonus should not be claimable as a matter of right. Power should be reserved to with-hold the whole or part of it according to the nature of the services of ~~the~~ employees.

9 Who may be permitted to subscribe.- As stated by the

NOTE—Contn. sheet.

Serial No.

the Director, the Railway rules restrict the benef
of the Ry Provident Fund to officers whose salary is
Rs.15 and more. I think it is not fair to shut o
the benefits of the scheme ~~to people~~ persons in receipt of
less pay and the Director's proposal to include th
menials also may be approved.

10 Subscribers to be only permanent employees. Pe
in temporary employ or holding only acting appoint
should not be allowed the benefits of the scheme w
should be confined to employees whose appointments
are ~~pensionable~~ permanent and non-pensionable.

11 Should gratuity be allowed in addition? I thin
this part of the arrangement may be deferred. It
is only recently that the arrangement was sanction
even in the case of the Railway Department.

12 Cases of officers who are in pensionable employ an
~~are~~ seconded in other departments. Usually seco
officers get the benefit of promotion in their own
~~original~~ department. If officers transferred fro
other departments to Industries & Commerce Departm
receive such promotion, it is not necessary to cons
the question raised in para 2 of the Director's let
In the case, however, of officers who are permanent
transferred to the department of Industries & Com-
merce, the pension payable to them may be regulated
with reference to the rate of pay they draw in that

NOTE—Contn. sheet.

G. R. S. III-21

General and Revenue Secretariat. | I.& C. File No. 121 of 19 22.

Serial No.

that department. If any of them desire to come und the Provident Fund arrangement, I think they may be given the option to do so on the same conditions as proposed in the case of officers of the Industries & Commerce Department directly recruited to that depar ment and who have already rendered some years of ser vice; i.e., they may be allowed half-month's pay fo each completed year of service otherwise reckonable for pension.

The above may be the essential features of the scheme and the rules of procedure for operating it ma be generally on the lines of the Railway scheme.

Jt 1236/23
GEN. & REV. SECRETARIAT
9-JAN 1924
INDUSTRIES & COMMERCE BRANCH.

Rev Sett)

8/1/24

Subd to Rev. Secretary

9.1.24.

460
18.1.24

Dand)

NOTE—Contn. sheet.

2774

31

General and Revenue Secretariat.

File No. 121 of 1922-3

Serial No.	
	Irrigation Engineering Conference
	Ch. Eng with Govt
	29.
	1/2 29. SM 29/1
29/1/23	

NOTE—Contn. sheet.

(For Disposal at a Meeting) As early

No. C. 127
of 1923-4

GENERAL AND REVENUE SECRETARIAT.

Council Matter.

SUBJECT.

(Clause xii of the Schedule)

Question of treating service in the Industries and Commerce Department as permanent and pensionable.

CIRCULATED TO THE MEMBERS OF COUNCIL.

By Order,

30th January 1924

Chief Secretary to Government.

Extraordinary Member of Council.

5815/30/1

First Member of Council.

Second Member of Council.

Third Member of Council.

Extract

84

Extract from the Proceedings of the 692 nd *Meeting of the Council of His Highness the Maharaja, held at Bangalore on the* 20 th March *19* 24

2.

214. Subject- (Clause xii of the Schedule)

Question of treating service in the Industries and Commerce Department as permanent and pensionable.

OPINION OF THE COUNCIL.

The proposals of the Director contained in his letter dated 21st December 1923 with the modifications - - indicated in the Financial Secretary's note dated 8th January 1924 may be approved.

....

(Sd.) A. R. Ramaji
Dewan & Mig

Submitted to the 2nd Member
for final note

"EXTRACT"

Chief Secretary to Government.

WD 1471—GPB—2,000—1-3-21

G. R. S. III-2]

General and Revenue Secretariat. | D.O. File No. 171 of 1922.

Serial No.	
	A rough draft has been prepared & submitted. It appears to be necessary to apply the Provident Fund rules as applicable to the Dept. as an appendix to the order. May the Director of Ins. be asked to submit for the approval of Govt. a draft scheme of rules for being embodied with the G.O.? Submitted 31.3.24.
	The Dept requires amplification as originally instructed. The proposals made by the Director as modified by the Financial Adviser have been made clear. As the modifications suggested by the Secretary have not been incorporated in the draft. Please see the recent G.O sanctioning Provident fund rules to the employees of the Salem oil factories. SMR 4/4
	Draft revised and submitted. 1/6. 7.4.1924. 9-10 Draft put up to Consider. The date from which the Scheme has to be given effect to is for orders. The Dir has been asked to submit a Scheme of draft rules. SMR 10/4

NOTE—Contn. sheet.

Rev Secy

G. R. S. III-21

34

General and Revenue Secretariat.

File No. 124 of 1922

Serial No.

H 2090/23

Vide para 4(iii) memorandum

GEN. & REV. SECRETARIAT
23 APR 1924
INDUSTRIES & COMMERCE BRANCH.

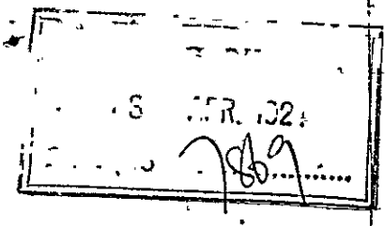
NOTE—Contn. sheet. 733 26.4.24

G. R. S. III-2]

General and Revenue Secretariat.

Ste File No. 121 of 19 22 C 127 39

Serial No.



...final note...to be put with the draft... order...in which the suggestion made by the Secretary to Government...is put to for consideration by Govt...

28 Feb

S. N. Sinha

hw
24/4/24

Dewan WD/ 25 24/4

Final Note by the Second Member of Council.

Subject:—

Question of treating service in the Industries and Commerce Department as permanent and pensionable.

The Industries and Commerce Department was made permanent and its reorganization was sanctioned in Government Order No. I. & C.2633-92/121-22-1 dated 24th October 1922. The Director of Industries and Commerce has recommended that now that the Department is made permanent, service in it might be treated as pensionable. The staff of the Department consists of 3 classes viz., (1) the superior controlling staff, (2) the working or artisan staff and (3) the clerical staff. Dewan Bahadur Mr. P. Raghavendra Rao who was in charge of the Industries portfolio when the proposals of the Director were received and to whom they were submitted recorded it as his opinion, that service in the superior controlling staff might be treated as pensionable and that in the remaining 2 classes as non-pensionable , except in the case of men in class 3 who have been drafted from Departments in which their services count for pension and that in the case of non-pensionable appointments , the Provident Fund System might be introduced as in the case of Railway and Electrical Departments.

Page 2-1 of Office Notes

On the papers coming up before me, I expressed the opinion that service in the Industries and Commerce Department might be classified under two heads -(i) permanent and pensionable and (ii) permanent and non-pensionable, that the appointments of (1) Director of Industries and Commerce, (2) the two Superintendents of Industries, (3) Commercial Assistant, (4) Commercial Accountant and of all the clerical and menial - - establishments attached to the above offices may be treated

as pensionable; that the appointments of (1) Industrial Engineer, (2) Industrial Chemist, (3) Superintendent of Commercial Intelligence, (4) Mechanics and Assistant Mechanics and (5) Establishments attached to these offices may be treated as non-pensionable, that the places of Superintendent, Central Industrial Workshop and the Textile Assistant together with the establishments attached to these may be treated as temporary and that a Provident Fund may be formed in respect of services treated as permanent and non-pensionable, necessary contributions under the Provident Fund Scheme being made to the Fund by Government from General Revenues.

The question was discussed at the Meeting of the Council held on the 7th December 1923 when it was resolved that instead of granting pension, all officers who are not lent officers and are not on specific contract might be placed on Provident Fund basis.

The Director of Industries and Commerce who was requested to report what the annual approximate recurring charge would be if Provident system were introduced as proposed by the Council reported in his letter No.122 dated 21st December 1923 that the annual cost would be Rs.5,367-13-0 if a scheme similar to that introduced in the Railway Department in G.O. No.1972-77/R.F.1869-18-19 dated 9th January 1919 were introduced to the Industries and Commerce Department also with the following modifications:-

(i) Every servant including menials serving on non-pensionable permanent establishment to contribute at the rate of 1/12th of his salary;

(ii) Government to contribute cent per cent bonus on all such contributions;

(iii) Interest to be allowed at the rate allowed on State Provident Fund subject to a minimum of 4% per annum adjustable every half year.

The Director recommended the following additional concessions in respect of persons who hold pensionable appointments in other Departments and of those who have been serving from the year 1917:-

(i) Persons who have been holding permanent non-pensionable

posts from the year 1917 to be paid a bonus of half a month's salary for each year's service, the said bonus amount being treated as the nucleus of the Provident Fund of the officials concerned;

(ii) Persons who hold pensionable appointments in other Departments to be allowed pension calculated with reference to the pay drawn in the Industries Department instead of with reference to their grade pay in the Department from which they were drafted to the Industries & Commerce Department as directe in Government Order No.644-5/I. & C.153-19-8 dated 19th July 1920.

The Financial Secretary who was consulted on the proposa of the Director has expressed himself in favour of sanctioning the proposals of the Director subject to the following modifications:-

(i) Only permanent employees to be allowed to subscribe;

(ii) the contribution to be 1/16th of the salary instead of 1/12th, as is the case in the Railway Department;

(iii) No minimum rate of interest to be guaranteed and interest to be added on to the fund annually instead of half-yearly as suggested by the Director;

(iv) No bonus to be paid to persons who leave the Department after a service of 3 years or less, only the amount actually contributed by them with interest thereon being repayable to them;

(v) Power to be reserved to Government to pay or withhold the whole or part of the bonus according to the nature of service rendered by the contributor.

As regards the additional concessions recommended by the Director in the case of persons holding permanent non-pensionable posts from the year 1917 and of persons holding pensionable appointments in other Departments, the Financial Secretary has stated that in the case of the former for each year of complete

service half a month's pay drawn on the date on which the new arrangement comes into force may be paid as bonus payment and treated as addition to the subscriber's account from date of credit and that, in the case of the latter, the pension payable to such of them as are permanently transferred to the Industrie and Commerce Department may be regulated with reference to the rate of pay they drew in their old Department or if they desire to come under the Provident Fund arrangement, they may be given the same concessions as are proposed for the former class of employees i.e. bonus of half a month's pay for each complete year of service otherwise reckonable for pension.

The question was again discussed at the Meeting of the Council held on the 20th March 1924 when it was resolved that the proposals of the Director contained in his letter No. C.C. 122 dated 21st December 1923 with the modifications indicated in the Financial Secretary's note dated 8th January 1924 may be approved.

A draft order has been put up in accordance with the resolution of the Council and is herewith submitted for the gracious approval of His Highness.

SECOND MEMBER OF COUNCIL.

Submitted to His Highness.

I submit herewith a Final Note by the.....Second.....

Member of Council on the subject of question of.....

treating service in the Industries and Commerce

Department as permanent and pensionable.....

for His Highness' gracious approval.

Dewan.

2 MAY 1924

CONFIDENTIAL.

Record of Cases submitted for the Orde
of His Highness the Maharaja

Subject.

Question of treating service in th
Industries and Commerce Department as
permanent and pensionable.

649
2-5-24

838

Order.

~~KRW~~

5/5/24

Passed

8 May 1924

General and Revenue Secretariat.

C 127

Question of treating Service in the Department as permanent and pensionable.

(*)

31. All urgent or confidential files returned with His Highness' orders may, in the absence of instructions or indications to the contrary, be ordinarily circulated to the Members of Council for perusal after the issue of orders.

33. The Secretaries concerned should see that orders in the cases referred to above are issued at once and that the files are returned immediately after to the Chief Secretary for circulation to the Members.

34. In all other cases, the files will first be circulated to the Members of Council at headquarters and then sent to the Secretariat concerned for the issue of orders.

Circulated to the Members of Council for perusal of

*

His Highness' orders $\frac{\text{before}}{\text{after}}$ issue of orders. (*Vide* Rules 31, 33 and 34 of the Subsidiary Rules for the conduct of business of Council in the Manual of Council Rules and Procedure)

Chief Secretary to Govt.

Through the Secretary to Government. 2nd meeting

.....Revenue.....Department.

6243/96.

FIRST MEMBER OF COUNCIL.

SECOND MEMBER OF COUNCIL.

THIRD MEMBER OF COUNCIL.

NOTE—Contn. sheet.

Mono WD 1190—GPB—500 9-1-3.

G. R. S. III-21

General and Revenue Secretariat.

G C. File No. 121 of 19 22

(127)

Serial No.	

Case of 61 persons holding permanent non-pensionable posts from the year 1917 and 2 of persons holding pensionable ~~appointments in other Departments~~.

7072-3/dated 15-5-24.

The Director of Ind & Com.
Comptroller.

Directs that those employed independently of the concerns worked by the Ste Department should be treated as members of a permanent and pensionable service unless they are employed only for a limited time, and that as regards the remaining but non-pensionable staff, the Director's proposals Re: the Provident Fund Scheme be given effect to subject to certain modifications, and passes certain orders on the proposals of the Director in the case of 61 persons holding permanent non-pensionable posts from the year 1917 and 61 of persons holding pensionable appointments in other Departments.

Sec. B. I. 31.5.24

22 MAY 1924 INDUSTRIES & COMMERCE BRANCH

B & Sec S

31 MAY 1924 GEN. & REV. SECRETARIAT INDUSTRIES & COMMERCE BRANCH.

B & Sec R

7 JUN 1924 GEN. & REV. SECRETARIAT INDUSTRIES & COMMERCE BRANCH

NOTE—Contn. sheet.

G. R. S. VI—G/32]

SUBJECT .....

.....

.....

Diary No. of letter replied to .....

General and Revenue Secretariat

( )

, the 192 .

Date of issue 13/12

Signed by Mr S. K. R.

Confidential

Section Gen

File No. 12-W

Serial No. 47

Do No. 3760

Dear Sir,

In regard to the question of making the appointments in the dept. of the permanent and pensionable etc. I am desired to, [illegible] request you to report what would be approximate amount of Recurring charges would be if instead of granting pensions, all officers who are not Govt officers & are now on Special Contract are placed on a Provident fund basis. The rates of Contribution leviable from the officers employees employed by Govt should be mentioned and a clear statement submitted within a fortnight

[illegible] appointments may not be based on a Provident fund basis. In this connection I am to suggest you to suggest what rate of contribution you would consider reasonable for being levied from the employees and what rate of over Contribution you would propose for the Govt. to pay. A statement may also

WD 0692—GPB—1800—16-8 23

be prepared showing the rates
of contribution and the total
cost thereof with reference to
the General Appointments of the
D.S.M. and sent up very early
so as to reach this office not
later than

This principle will not of course
apply to persons
who are either lent officers or
who have been employed on
special contracts.

Yours sincerely
[illegible]

SNR 11/12
Rg D'Souza BA, BL

8 Rly
11-12-23

List of enclosures.

Copied by

Examined by

TEL. ADDRESS
"INDUSCOM, BANGALORE"

Confidential

D 2584

CODE USED
"BENTLEYS"

C.C.122

Encs. 2 Statements

GOVERNMENT OF MYSORE,
DEPARTMENT OF INDUSTRIES AND COMMERCE,
BANGALORE.

Dated the 20th December 1923.

GEN. & REV. SECRETARIAT
2-JAN 1924
INDUSTRIES & COMMERCE
BRANCH.

Mr. P. G. D'SOUZA,
Director of Industries.

I & C. 121-22-48

Dear Sir

With reference to your Confidential D.O.No:IC.3760/I&C. 121-22 dated the 13th December 1923 requesting me to report the approximate amount of recurring charges if, instead of granting pensions, all officers who are not lent officers and are not on special contract are placed on the Provident Fund Basis, I beg to report as follows:-

The State Railway Provident Fund Scheme (Vide G.O.No:1972-77/Rly.F.1869-18-19 dated the 9th January 1919) requires every servant serving on the permanent non-pensionable establishment whose salary is not less than Rs 15/= and who is not a menial servant to subscribe to the fund at one-twelfth of salary, allows cent per cent bonus from Government guarantees 4 per cent interest per annum and secures gratuities to subordinates (an employee or his widow and children) equal to half month's pay at time of retirement for each year's service subject to the proviso that no gratuity is given to an employee of under 15 years' service and that no gratuity will accrue for any year over 30 years' service.

I would propose adopting the same concessions with some modifications as under:-

a)Every servant including menials serving on non-pensionable permanent establishment be required to contribute at the rate of 1/12th of salary.

b)Government to contribute cent per cent bonus on all such contributions.

c)Interest to be allowed at the rate allowed on State Provident Fund subject to a minimum rate of 4 per cent per annum adjustable every half year.

I submit herewith a statement based on the above showing the names and the sanctioned pay of the appointments in the Department

P.T.O.

Department on permanent basis, appointments filled up by officers holding permanent appointments ~~filled up by officers holding~~ in other pensionable departments, and the recurring charge payable by Government on account of their contribution to the Provident Fund. In calculating the recurring charge on the appointments on progressive pay, the value has been calculated as per Article 78 of Mysore Service Regulations and no interest charges are taken to calculation as the Provident Fund is of the nature of a deposit earning interest and the interest payable is not therefore to be considered as a recurring charge for this purpose. The amount of recurring charge ~~for this purpose~~ thus arrived at will amount to Rs. X

In this connection, I have to bring the following points for the gracious consideration of Government:-

1)The services of the officers and subordinates who have been holding permanent appointments on a non-pensionable basis prior to the introduction of the scheme of Provident Fund require special consideration. There are persons who have been permanent on non-pensionable basis from 1917 when the Department was made permanent and they have put in a service of over 6 years. There are others who have been made permanent recently after the re-organisation of 1922. All these should not be placed on the same footing and the previous service should not be ignored when introducing the Provident Fund. I therefore propose that a bonus of half-month's salary for each year's service may be granted in these cases and I consider the proposal very modest in view of the higher benefit they would have got had the Provident Fund been in vogue from the commencement excluding interest that would have accrued on the sum. If the appointments are made pensionable they will count their previous service for pension under Article 250 of M.S.R. The bonus thus payable may be added on to the Provident Fund account of the officials concerned as a nucleus.

2)

2. In the case of those who hold pensionable appointments in other Departments the lien of the officers has been suspended in some cases under Article 60 of M.S.R. on the strength of G.O. No: 5698-9/I&C.2-1-1920 directing that the services of such - - officers will be pensionable and the Comptroller's interpretation that in such cases pension is to be calculated with reference to the pay drawn in the Department (Vide his Nos:2158/MAD dated 4-9-1919 and 2820/Pen dated 21-4-20). Officials whose lien has been suspended have lost chances of improvement in their - - prospects which they would have got had they continued in their original places. To mitigate this hardship it is very necessary to reconsider the order passed by Government in their Order No: 664-5/I&C.153-19-8 dated 19-7-1920 as respectfully urged in this office No: 4753-475 of 1-11-1920. In this connection, I would invite kind reference to Chief Secretary's letter No: 6445/I&C. 90-20-4 dated 14-1-1921 stating that the question will receive consideration along with the re-organisation proposals of the Department.

In case the Government do not consider it possible to allow pension being calculated with reference to the pay drawn in the Department, then option may kindly be allowed to the persons concerned to retire from pensionable service on pension or gratuity as the case may be and contribute to the Provident Fund.

Yours faithfully

Puttaparti

K.V.Anantaraman, Esq., B.A.,

Offg: Revenue Secretary to the Govt: of Mysore,

Bangalore.

504

DEPARTMENT OF INDUSTRIES & COMMERCE.

Superior Controlling staff.

Sanctioned scale.		Incumbent.
1.	Director (1400)	Mr. P.G. D'Souza
2.	Industrial Chemist (400-50-700)	Mr. S.G. Sastry
3.	Industrial Engineer(400-30-700)	Mr.B.G.Appadurai Mud
4.	Superintendent,C.I.W.(200-20-400)	Mr. K.T. Kadaba
5.	Textile Assistant (200-20-400)	Mr. P.V. Reddi
6.	Superintendent,Coml.Int.200-20-400	Mr. H.K.R. Iyeng
7.	Superintendent of Ind. (200-20-300)	(Mr.Kadaba on o Mr.G.S. Girimaji
8.	do (150-15-300)	(Mr.G.S.Girimaji in higher grad Mr. C.R. Rama Ra
9.	Commercial Accountant (225)	Mr. V.S. Subba R (temporary
10.	Commercial Assistant (150-10-200)	Mr. R. Anantaram

N.B.

No.1 has got lien on the place of a Deputy Commiss

No.9 do in the Comptroller's office.

Subordinate executive staff.

6 Mechanics on 50-5-100

11. Mr. M.D. Raju
12. " H.R. Chandrasekharaiya
13. " V.T. Raghavachar
14. " T.K. Yellappa
15. " T.M. Ghouse
16. " Manikyam

4 Assistant Mechanics on 40-2-50.

(Mr.Mir Sab - lent)

17. Mr. M.K. Srinivasa Iyengar
18. Mr. B.H. Subba Rao
19. Mr. K.V. Govinda Rao
20. Mr. A.K. Venkataranga Jetty.

STATEMENT SHOWING THE APPOINTMENTS IN THE INDUSTRIES AND COMMERCE DEPARTMENT AND OTHER OFFICERS OF THE PERMANENT WHO ARE PERMANENT ON

S.No:	No: and date of Sanctioning the Scale.	Name of appointment.	Pay of appointment.	Financial equivale in case of - - progressive pay.
		CONTROLLING STAFF.		
1.		Director of Industries and Commerce	1400	1400
2.		Industrial Chemist	400 - 50 - 700	596-2/3
3.		Industrial Engineer	400 - 30 - 700	583-1/3
4.		Superintendent, C.I. Workshop.	200 - 20 - 400	322-2/9
5.		Textile Assistant.	200 - 20 - 400	322-2/9
6.		Superintendent of Commercial Intelligence	200 - 20 - 300	266-2/9
7.		Superintendent of Industries.	200 - 20 - 400	322-2/9
8.		Superintendent of Industries.	150 - 15 - 300	241-2/3
9.		Commercial Accountant	225	225
10.		Commercial Assistant.	150 - 10 - 200	183-1/3
11.		Industrial Assistant.	250 - 25 - 450	376-2/3
12.		6 Mechanics	50 - 5 - 100	80-5/9 x
13.		4 Assistant Mechanics	40 - 2 - 50	46-2/3 x
		MINISTERIAL ESTABLISHMENT.		
1.		Manager	80 - 4 - 100	95
2.		Statistical Clerk	50	50
3.		Statistical Clerk	40	40
4.& 5.		2 Correspondence Clerks @35.each		70
6.		From & To Clerk	35	35
7.		Record Keeper	45	45
8.		Assistant Record Keeper	30	30
9.		Librarian	40	40
10.		Accountant	70	70
11.		Loans Clerk	70	70
12.		Accounts Clerk	50	50
13.		Stenographer	50 - 4 - 70	65
14.		"	35 - 3 - 50	46¼
15.		Typist	40	40
16.		Draftsman.	60	60
17.& 18.		2 District Clerks.	30 - 1 - 35	67½
				873 3/4

G.O. No: Ft: 2633-92 Fe: 121-22-1 dated 24-10-1922 and G.O. No: 4627-9/Fe 121-22-19 of 24-1-1923

G.O.No: 1763-4/Fe 117-23-2 of 4.6.23

G.O.No: 2633-92/Fe 121-22-1 of 24.10.22

G.O.No: 4627-9/Fe 121-22-19 of 24.1.23

HELD BY THE PERMANENT AND PENSIONABLE OFFICERS OF OTHER DEPARTMENTS ON-PENSIONABLE BASIS.

t Appointment filled by officers holding pensionable appointments in other Departments and names of officers.	Contribution at 1/12th of pay	Remarks.
Mr.P.G.D'Souza.		Lent Officer.
	49 11 7	½ Debitable to Govt:Soap Factory
	48 9 9	
	26 13 7	Debitable to C.I.Workshop.
	26 13 7	¼ " " Govt:Weaving Factory.
	22 3 7	
	26 13 7	
	20 2 5	
Mr.V.S.Subba Rao	18 12 0	The present incumbent is on deputation for a term of 2 years from 24-10-1922 from the Comptroller's Office. As the place is to be filled up by Mr.D.Seshagiri Rao,Supernumarary Probationer,contribution at 1/12th of the pay is taken into consideration.
	15 4 5	
	31 8 3	
	296-10-7	48 8 10 7
	40 4 8	
	15 8 11	
	55-13-5	(2)
Mr.K.S.Lakshmipathiah		Permanent in the P.W.Department.
K.Seshachar		Orders have since been passed abou his reversion, to P.W.D.
V.R.Ekambaram		Permanent in P.W.D.
Mr.D.Raja Rao		" in the Dy:Commr:Office.B.Dis
Mr.T.V.Abboy Naidu		Permanent in P.W.D.
	47-13-0	(3) In taking into account the contribution payable,item No:1,7,9,11 & 12 of the Ministerial Establishment are omitted as the present incumbents are borne in P.W.D. & the Revenue Department.

S.No:	No: and date of sanctioning the scale.	Name of appointment.	Pay of appointment.	Financial eq in case o Progressive
		MENIAL ESTABLISHMENT.		
1.	G.O.no:Fe.518-19/Stc dated 17-22-12 & 28.7.23	Mutchi	18	
2.		Jamedar	17	
3.		Cycle Orderly	15	
4.		Watchman	15	
5.& 6		Peons Peon	13 13	
7.		Peon	12	
8 to 15.		Peons 8 at Rs 11.	88	
16.		Peon 1 at 12	12	
17.		Peon 1 at 10	10	
18 & 19.		Peons 2 at 10	20	
			233	233
		WEAVING ESTABLISHMENT.		
1.	G.O.no:Fe:4888-4/Stc 185-22-5 of 5-2-23.	Weaving Inspector.	70 - 5 -125	103
2 to 4		Demonstrators 3.	40 - 3 - 70	176-2/3
5 to 7		Demonstrators 3.	30 - 2 - 50	126-2/3
8.		Clerk	35	35
9 & 10		2 Peons at 11 each.	22	22
				463⅓

Total recurring cost on acct o

ivalent pay.	Appointment filled by officers holding pensionable appointments in other Departments and names of Officers.	Contribution at 1/12th of pay.	Remarks.
	Puttiah (6)		A permanent peon of the office of the Superintending Engineer Southern Circle which is - - abolished since.
	18-6-4 (4)		Item 6 omitted in calculation
	408-11-4 (154)		Annual cost Rs. 4904-8-0
	38-9-9 (5)		Debitable to Wg: Demonstration 289 to. 4. Dem^n HE+ permanent or Rs 463-5-0 per annum Workes.
Provident fund contribution ..		447-5-1 per mensem or Rs 5367-13-0 per annum.	

DIRECTOR OF INDUSTRIES AND COMMERCE IN MYSORE.

Nil

I&C. 121-22-49.

Proceedings of the Government of
H.H. the Maharaja of Mysore.

- - -

Read-

G.O. No. I.C.2633-92/I. & C. 121-22-1 dated the 24th October 1922 sanctioning the reorganisation of the department of Industries and Commerce and laying down the policy of its future working.

2. G.O. No. I.C.4627-9/I. & C.121-22-19 dated 24th January 1923 approving of the allocation of the controlling staff and the ministerial establishment of the department of Industries and Commerce according to the revised cadre.

Dated 15-3-1924.

Signed by.
Mr S. Narayanrao

3. Letter No. C.C.122 dated the 21st December 1923 from the Director of Industries and Commerce submitting an estimate of recurring charges if all officers of the I. & C. Department, excepting lent officers, are placed on the Provident Fund basis.

- - -

Order No. I.C 7072-3 D/15/3/24.

At the time of submitting proposals for the allocation of the staff according to the revised cadre, the Director of Industries & Commerce recommended that the posts sanctioned in the G.O. dated the 24th October 1922 read above be made permanent and pensionable. The question was considered by Government and it was decided that instead of granting pension, a Provident Fund might be constituted for the benefit of all officers who were not lent officers or who had no specific contract.

2. The Director of Industries and Commerce was requested to report what the approximate recurring charges would be if a Provident Fund on these lines was formed and he has in his letter No.122 dated 21st December 1923 reported that the ~~actual~~ annual cost would be Rs.5,367-13-0 if a scheme similar to that sanctioned for the Railway Department is introduced in the Industries and Commerce Department also, with the following modifications:-

(i) Every servant including menials serving on non-pensionable permanent establishment to contribute at the rate of 1/12th of his salary;

(ii) Government to contribute an equal amount of bonus on all such contributions;

(iii) Interest to be allowed at the rate allowed on the State Provident Fund, subject to a minimum of 4% per annum adjustable every half year.

3. The Director has also suggested the following additional concessions in respect of persons who hold pensionable appointments in other departments and of those who have been serving in the Industries and Commerce Department since 1917 on a permanent basis:-

(i) Persons who have been holding permanent non-pensionable posts from the year 1917 to be paid a bonus of half a month's salary for each year's service, the said bonus amount being treated as a nucleus of the Provident Fund of the officials concerned.

(ii) Persons who hold pensionable appointments in other departments to be allowed pensions calculated with reference to the pay drawn in the

Industries and Commerce Department instead of with reference to their grade pay in the Department from which they were drafted to the I. & C. Deptt. as directed in G.O. No.664-5/I. & C.153-19-8 dated 19th July 1920.

4. On a careful consideration of the question Government are pleased to direct that those employed independently of the concerns worked by the I. & C. Department should be treated as members of a permanent and pensionable service, unless they are employed only for a limited time, and that as regards the remaining permanent but non-pensionable staff, the Director's proposals regarding the Provident Fund scheme be given effect to, subject to the following modifications:-

(i) Only permanent employees should be allowed to subscribe.

(ii) The contribution should be 1/16th of the salary instead of 1/12th as proposed by the Director.

(iii) The rate of interest should be the same as that allowed for the Railway Provident Fund , & interest should be added on to the fund annually and not half-yearly.

(iv) No bonus should be paid to persons who leave the department after a service not exceeding 3 years, only the amount actually contributed by them with interest thereon being repayable to them.

(v) Power will be reserved to Government to pay or withhold the whole or part of the bonus according to the nature of service rendered by the contributor.

(vi) The question of the grant of gratuities

to subordinates of the department will be deferred for the present.

As regards the concessions recommended by the Director in the case of (1) persons holding permanent non-pensionable posts from the year 1917 and (2) of persons holding pensionable appointments in other departments, Government are pleased to order as follows:- With regard to the former, for each year of completed service, half a month's pay, drawn on the date on which the new arrangement comes into force, will be paid as bonus payment and treated as addition to the subscriber's account from date of credit. No interest will be paid on these amounts prior to the date of credit. In the case of the latter, the pension payable to such of them as are permanently transferred to the I. & C. Department may be regulated with reference to the rate of pay they draw in that Department or if instead they desire to come under the Provident Fund arrangement, they may be given the same concessions as are granted to the former class of employees, i.e. bonus of half a month's pay for each complete year of service, otherwise reckonable for pension. The pension due to officers seconded in other departments will be based on the pay they are entitled to in those departments.

The Director of Industries & Commerce is requested to submit for the approval of Government a set of draft rules for the administration of the Provident Fund.

28/24

Rev.Secretary to Govt.

The Director of I. & C.
The Comptroller to Govt.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS

G. O. No. I. C. 7072-3 dtd 21-12-24 DATED 15th May 1924.

May this be

i. printed? yes

ii. treated as a standing order? yes

iii. published in the Gazette English Part? yes

iv. translated? no

v. placed at the disposal of the press? yes

vi. published in the Gazette Kannada Part? no

SMR 9/5

Provident Fund Scheme

Sanctions with certain modifications the Director's proposals for the institution of a ——— for the benefit of the permanent non pensionable staff of the Department of Industries and Commerce

VS

S. O.

Government of His Highness the Maharaja of Mysore.

GENERAL AND REVENUE DEPARTMENTS.

G. O. No. I. C. 7072-3—I. & C. 121-22-49, dated 15th May 1924.

Provident Fund Scheme.

Sanctions with certain modifications the Director's proposals for the institution of a —— for the benefit of the permanent non-pensionable staff of the Department of Industries and Commerce.

READ—

Government Order No. I. C. 2633-92—I. & C. 121-22-1, dated the 24th October 1922, sanctioning the reorganisation of the Department of Industries and Commerce and laying down the policy of its future working.

2. Government Order No. I. C. 4627-9—I. & C. 121-22-19, dated 24th January 1923, approving of the allocation of the controlling staff and the ministerial establishment of the Department of Industries and Commerce according to the revised cadre.

3. Letter No. C. C. 122, dated the 21st December 1923, from the Director of Industries and Commerce submitting an estimate of recurring charges, if all officers of the Industries and Commerce Department, excepting lent officers, are placed on the Provident Fund basis.

ORDER No. I. C. 7072-3—I. & C. 121-22-49, DATED 15TH MAY 1924.

At the time of submitting proposals for the allocation of the staff according to the revised cadre, the Director of Industries and Commerce recommended that the posts sanctioned in the Government Order dated the 24th October 1922, read above be made permanent and pensionable. The question was considered by Government and it was decided that instead of granting pension, a Provident Fund might be constituted for the benefit of all officers who were not lent officers or who had no specific contract.

2. The Director of Industries and Commerce was requested to report what the approximate recurring charges would be if a Provident Fund on these lines was formed and he has in his letter No. 122, dated 21st December 1923, reported that the annual cost would be Rs. 5,367-13-0 if a scheme similar to that sanctioned for the Railway Department is introduced in the Industries and Commerce Department also, with the following modifications:—

(1) Every servant including menials serving on non-pensionable permanent establishment to contribute at the rate of 1/12th of his salary.

(2) Government to contribute an equal amount of bonus on all such contributions.

(3) Interest to be allowed at the rate allowed on the State Provident Fund, subject to a minimum of 4 per cent per annum adjustable every half-year.

3. The Director has also suggested the following additional concessions in respect of persons who hold pensionable appointments in other departments and of those who have been serving in the Industries and Commerce Department since 1917 on a permanent basis:—

(i) Persons who have been holding permanent non-pensionable posts from the year 1917 to be paid a bonus of half a month's salary for each year's service the said bonus amount being treated as a nucleus of the Provident Fund of the Officials concerned.

(ii) Persons who hold pensionable appointments in other departments to be allowed pensions calculated with reference to the pay drawn in the Industries and Commerce Department instead of with reference to their grade pay in the Department from which they were drafted to the Industries and Commerce Department as directed in Government Order No. 664-5—I. & C. 153-19-8, dated 19th July 1920.

No. I. C. 7072-3—I. & C. 121-22-49, DATED 15TH MAY 1924.

4. On a careful consideration of the question Government are pleased to direct that those employed independently of the concerns worked by the Industries and Commerce Department should be treated as members of a permanent and pensionable service, unless they are employed only for a limited time, and that, as regards the remaining permanent but non-pensionable staff, the Director's proposals regarding the Provident Fund Scheme be given effect to subject to the following modifications:—

(i) Only permanent employees should be allowed to subscribe.

(ii) The contribution should be 1/16th of the salary instead of 1/12th as proposed by the Director.

(iii) The rate of interest should be the same as that allowed for the Railway Provident Fund, and interest should be added on to the fund annually and not half-yearly.

(iv) No bonus should be paid to persons who leave the Department after a service not exceeding three years, only the amount actually contributed by them with interest thereon being repayable to them.

(v) Power will be reserved to Government to pay or withhold the whole or part of the bonus according to the nature of service rendered by the contributor.

(vi) The question of the grant of gratuities to subordinates of the Department will be deferred for the present.

As regards the concessions recommended by the Director in the case of (1) persons holding permanent non-pensionable posts from the year 1917 and (2) of persons holding pensionable appointments in other departments, Government are pleased to order as follows:—

a With regard to the former, for each year of completed service, half a month's pay, as drawn on the date on which the new arrangement comes into force, will be paid as bonus payment and treated as addition to the subscriber's account from date of credit. No interest will be paid on these amounts prior to the date of credit. In the case of the latter, the pension payable to such of them as are permanently transferred to the Industries and Commerce Department may be regulated with reference to the rate of pay they draw in that Department or, if instead they desire to come under the Provident Fund arrangement, they may be given the same concessions as are granted to the former class of employees, *i.e.*, bonus of half a month's pay for each complete year of service, otherwise reckonable for pension. The pension due to officers seconded in other Departments will be based on the pay they are entitled to in those departments.

The Director of Industries and Commerce is requested to submit for the approval of Government a set of draft rules for the administration of the Provident Fund.

K. V. ANANTARAMAN,
Offg. *Secretary to Government,*
Revenue Department.

To—The Director of Industries and Commerce in Mysore.
The Comptroller to Government.

Exd.—P. S. R. N.

WD 2266-GPB.-430-27 5 24.